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SEAHEALTH

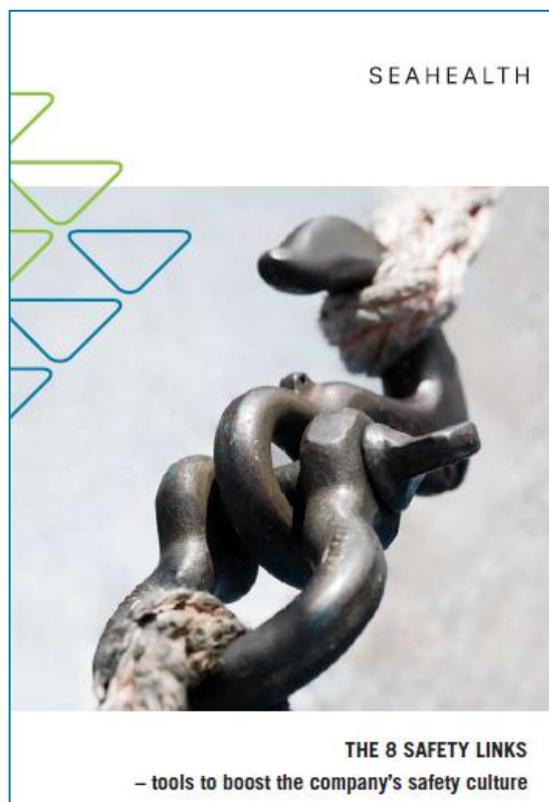
GUIDE

to “The 8 Safety Link’s” dialogue scheme

Scope

The development of the “The 8 Safety Links” has been a long going process –which objective was to come up with solutions to boost a Safety Culture in maritime organizations. The 8 Safety Link’s is a summary, what most literature and academic research finds to be essential and fundamental, if the management would improve people’s safety behavior. By changing attitudes, values and beliefs of the individual and group it’s possible to start a positive process so safety makes sense and something everybody believes in. In that way you’re capable of changing your Safety Culture over time. Besides boosting the Safety Culture experience has showed that the “wellbeing” among workers and management increase. You may consider the process as a “win-win” situation.

The final goal was to make the tools holistic, manageable and in some way “simple” and easy to work with, in deep respect for the academic knowledge behind.

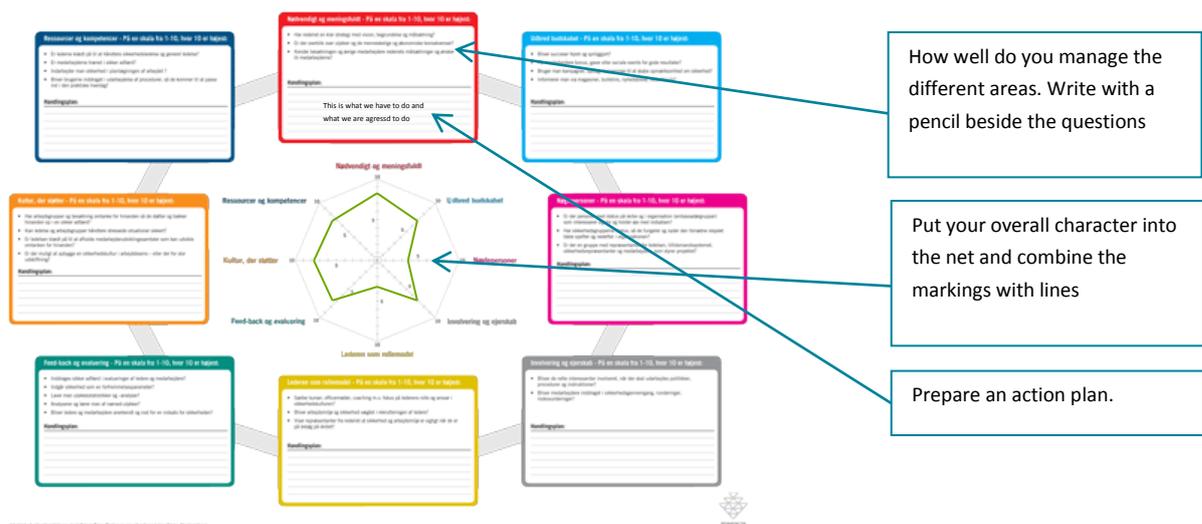


The folder describes that the Safety Culture is just as strong, as the weakest link

The Dialogue scheme “The 8 Safety Links”

With the dialogue scheme you have the possibility to dialogue with your colleagues, which Safety Links, you would say you manage well and which Safety Links you should prioritize more. Remember that your Safety Culture would be as strong as links you don't prioritize. In order to achieve a high safety culture all links need to be maintained. You may consider it as a self-assessment tool but the purpose is thought as a dialogue tool for the management. If you choose to use it for workers as a questionnaire you need to rephrase the questions.

NB. If you choose to print out the scheme the size should as minimum be A3



1. Collect the people in your group, who have something to “say” regarding safety and lay the scheme out on the table between you.
2. You must choose a facilitator or “process leader” to facilitate the dialogue and to summarize the different opinions and actions. For best results, make sure everybody is heard and ask the questions in an open minded way. Ask to intentions, motives and why your characters (1-10) to the links are maybe low but also high. Try to be curious in an appreciative way.
3. Begin where ever you like, eventually with *Necessary and Meaningful* at the top.
4. Write with a pencil in which extent you manage the questions well in a scale from 1-10 beside the questions.
5. Put a mark in the diagram in the middle how you manage the Safety Link overall.
6. If you're not satisfied with your character, prepare an action plan.
7. If you as an example has given the character 5 for *Manager as a good role model* - ask yourself how you together in the group, could raise it to a 6. Which efforts, willingness, resources, budgets, commitments etc. should you put into the process?
8. When you have succeeded to mark all the characters to the inside net, combine the markings with lines. The area inside the lines you may think as a “picture” of your Safety Culture - the space outside, is what you may call “room for improvement” area

➔ Next page 20 Additional questions:

20 Additional questions:

1. Which links do you manage well? Why is that?
2. Looking at the final net, which links would it be most meaningful to manage first? Why?
3. Did you miss others persons outside this group to be involved? Why?
4. Which links did not make any sense in the dialogue? Why?
5. Should you do this dialogue/exercise again? When? Other persons to invite?
6. Any of the links you at some time have worked with but didn't succeed? Why was that?
7. Some of the links you don't prioritize? Why?
8. Were some of the questions very tough to handle in this group? Why?
9. Is your organization dressed for this kind of process or do you need any external consultant/facilitator to facilitate this process?
10. Has this discussion been what you consider as "a good one" Put some words to it...
11. Has it been an "eye-opener" for certain areas? Put some words to it...
12. If you look into the crystal ball, how would you like your future organization to be when it comes to safety?
13. How have you ended up after this discussion? Would it be a good idea if other groups went through this discussion also? Why?
14. Are you satisfied with the questions? Could you together manage to create your own?
15. Any suggestions to improve the way you have been discussing the questions?
16. Any reflections you may share with the others. On a scale from 1-10 how good was the dialogue?
17. If you focus on the good parts, the links you manage well - what can you do more of? What seem to function well? Where have you experienced that your efforts are making a difference?
18. Any in the group you would like to recognize for his/her way of working with safety?
19. Any in the group you would like to recognize for his/her mindset
20. Should you give feedback to each other and how do you do it. Which premises do you need to set-up so everybody feels good about it?

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